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ABSTRACT

The overall utilization of minorities and women in the Federal government in 1975 and 1977 is compared in this report. A further comparison is made among 44 selected agencies for 1977 only. Statistical data in 9 tables show: (1) a concentration of minorities and women in lower salary grade ranges in 1975 with only a slight improvement in 1977; (2) severe underutilization of blacks and Native Americans and some underutilization of Orientals in individual agencies; (3) underutilization of women in more than 50% of the selected agencies; and (4) agencies which have a low utilization of one minority group tend to have a low utilization of the other minority groups. It is illustrated that agencies such as the Department of Health, Education, and Welfare, which have significant civil rights responsibilities, tend to show a relatively higher utilization of minorities and women than agencies which do not have those responsibilities. (WI)

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STAFF REPORT COMPARING FIGURES FOR MINORITY AND FEMALE EMPLOYMENT IN THE FEDERAL GOVERNMENT, 1975 AND 1977, AND IN FORTY-FOUR SELECTED AGENCIES, 1977

PREPARED FOR THE

SUBCOMMITTEE ON EMPLOYMENT OPPORTUNITIES

OF THE

COMMITTEE ON EDUCATION AND LABOR
UNITED STATES
HOUSE OF REPRESENTATIVES

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
NATIONAL INSTITUTE OF EDUCATION

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CARL D. PERKINS, *Chairman*

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U.S. HOUSE OF REPRESENTATIVES,
COMMITTEE ON EDUCATION AND LABOR,
SUBCOMMITTEE ON EMPLOYMENT OPPORTUNITIES,
RAYBURN HOUSE OFFICE BUILDING,
Washington, D.C. April 5, 1978.

Hon. CARL D. PERKINS,
Chairman, Committee on Education and Labor, Rayburn House Office Building, Washington, D.C.

DEAR MR. CHAIRMAN: On February 22, 1978, the Subcommittee on Employment Opportunities received the attached report in response to its request to the Congressional Research Service of the Library of Congress to analyze statistics provided by the Civil Service Commission, Bureau of Manpower Information Systems, and to make the following comparisons with respect to minority and female employment in the Federal Government:

(1) Comparison of Government-wide figures for 1975 and 1977;

(2) Comparison of 1977 Government-wide figures with 1977 figures for each of 44 selected agencies;

(3) Comparison of 1977 figures among the 44 selected agencies.

These comparisons were to be based on figures for each minority group as a whole (men and women, together), and for women as a whole (minority and nonminority, together).

In addition, we requested indications in the above comparisons of grade levels where there are concentrations or shortages of minority persons and women.

This report, which includes summary remarks prepared by the subcommittee staff, is being made available to members of the Education and Labor Committee as well as the general public as part of the subcommittee's oversight responsibilities for equal employment opportunity.

Sincerely,

AUGUSTUS F. HAWKINS, *Chairman.*

I. INTRODUCTION

The purpose of this report is to compare the overall utilization of minorities and women in the Federal Government in 1975 and in 1977. A further comparison is made among 44 selected Agencies [1] for 1977, only. In addition to illustrating the current utilization of minorities and women in the federal workforce (see Notes on the Preparation of the Tables), these figures provide a benchmark for comparing future statistical data. While considerable information can be derived from the tables, caution should be exercised in attempting to draw too many conclusions without further investigation or additional data.

II. MINORITIES

Governmentwide statistics show a concentration of minorities in the lower salary grade ranges (GS 1–4 and WG 1–4) in 1975 with only a very slight improvement in 1977. Individual Agencies also show this same disproportionate concentration in the lower salary grade levels with the exception of the Equal Employment Opportunity Commission which shows an equal representation at all salary grade levels. Significant percentage increases in minority representation occurred in 1977 in the GS 9–12, GS 13–15, and WS 16–19 salary grades. The GS 9–12 and GS 13–15 salary grade levels also show a significant numerical and percentage increase in total employees from 1975 to 1977. It cannot be determined if the increase in minority representation was due to increased minority hiring or to upgrading of lower level minorities, however.

Comparing the total minority representation in each of the forty-four selected Agencies with available national statistics (Table V, VII, & VIII) reveals an underutilization of Blacks [2] occurring in more than 25 percent of the selected Agencies and an underutilization of Native Americans in more than 66 percent of the selected Agencies, but only 9 percent underutilization of Orientals in the selected Agencies. Generally, Agencies which show a low utilization of one minority group also show a low utilization in the other minority groups. However, there are exceptions among Agencies which have primary responsibilities for certain minority activities, such as the Department of Interior's American Indian Affairs. It can also be noted that Agencies having responsibility for civil rights activities, such as the Equal Employment Opportunity Commission (EEOC) and the United States Commission on Civil Rights, tend to show a greater utilization of minorities than Agencies without those responsibilities.

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[1] The term Agency, Agencies or selected Agencies as used hereinafter include Departments, Agencies, Administrations, Commissions, Corporations, Boards, Foundations, Companies, Systems, Services, and Quasi-Official Agencies within the Federal Government.

[2] (Not of Hispanic origin) all persons having origins in any of the Black racial groups of Africa (EEO—1. Bk/Rev. 12-77/).

Agencies having large numbers of professionals, such as the Department of Justice and Energy Research and Development Administration (ERDA), or those with limited direct responsibilities for social programs, such as the military services, tend to show an underutilization of minorities. However, with adequate Agency attention to recruiting, hiring and promotion policies, it may be assumed these imbalances will be corrected.

III. WOMEN

Governmentwide statistics show a concentration of women in the lowest salary grade levels (GS 1–4, GS 9–12 and WG 1–4) in 1975. In 1977, there was still a heavy concentration of women in those same, lower grade levels; however, there was also a significant percentage increase in the other salary grade levels, as well, particularly in the GS 13–15 level. Increases in the actual number of women in the highest grade level, GS 16–18 and throughout the wage systems grade levels, WG 1–4, WL 6–10, WS 9–12 and WS 16–19, virtually did not occur from 1975 to 1977, on a governmentwide basis.

Comparing the representation of women in each of the 44 selected agencies with national statistics (table IX) reveals an underutilization of women in more than 50 percent of the selected agencies. It seems that, as with minority utilization, the nature of the responsibilities of the agency reflects the utilization of women within the agency. For example, the U.S. Commission on Civil Rights, the Department of Health, Education, and Welfare and the Equal Employment Opportunity Commission—all having significant civil rights responsibilities—show greater utilization of women in the higher salary grades, while the Department of the Air Force, Government Printing Office and the Department of Transportation show very few women in the higher salary grades. It should be noted, however, that some agencies have a comparatively high utilization of women without any apparent, external reason, e.g. the Department of State, U.S. Information Agency and the National Science Foundation. Internal personnel policies and/or affirmative action which provide for promotion and hiring of women into the higher grade levels would have a positive impact on the hiring, promotion, and upgrading of women in the selected agencies.

IV. NOTES ON THE PREPARATION OF THE TABLES

1. Excluded categories

The statistics prepared by the Bureau of Manpower Information Systems include the category, "Nondesignated," which comprises employees in Hawaii, Guam, and Puerto Rico. "Nondesignated" means that the minority or nonminority status of these employees has not been designated in the statistics because some Federal agencies employ large concentrations of minority persons on these islands. "Nondesignated" employees have been excluded from the following tables.

The statistics also include the category, "Unspecified," which comprises employees whose sex is unknown. "Unspecified" employees

have been excluded from the following tables because totals for women have been calculated by adding minority women and nonminority women and because the "Unspecified" category includes an unknown number of women, so that to include "Unspecified" employees in totals of all employees but to exclude an unknown number of women from totals of women would result in erroneously decreasing the percentage of women among all employees.

Hence, figures for "All Employees" have been calculated by adding "All Minority" men and women to "All Other" (i.e., nonminority) men and women.

2. East Indians

On October 13, 1976, the Office of Management and Budget added persons having origins in the Indian Subcontinent to the category of "Asian or Pacific Islander." East Indians, however, have not been included by the Bureau in their 1977 statistics, so that this addition will not distort the comparison of 1975 and 1977 figures.

3. Spanish surnamed as percentage of the U.S. population

The 1970 census provides a figure (5.3) for the percentage of persons of Spanish origin in the U.S. population, but not of persons of Spanish surname. The Bureau of the Census collected figures for persons of Spanish surname only in the five southwestern States. Outside these States, there would be a large difference in numbers between persons of Spanish origin and persons of Spanish surname. It is therefore not possible to provide a figure for persons of Spanish surname as a percentage of the U.S. population in Table VI.

4. Orientals as percentage of the U.S. population

The figure (0.6) for the percentage of Orientals (Japanese, Chinese and Filipino) in the U.S. population provided by the 1970 census would be too large to use as a basis for comparison in Table VIII, because the 1970 census figure includes Orientals in Hawaii, whereas figures for employees in Hawaii are included in the category of "Nondesignated" and are excluded from the following tables. Therefore, the figure in Table VIII represents Orientals as a percentage of the U.S. population excluding the population of Hawaii.

5. Women in the U.S. labor force

Since many women of working age are not in the labor force, it would have been inaccurate to use the figure for women as a percentage of the U.S. population as a basis for comparison. Instead, Table IX provides a figure for women as a percentage of the U.S. labor force.

6. Selection of grade ranges

The following tables provide numbers and percentages of employees in grade ranges selected to reveal upward mobility of minorities and women. Four grade ranges have been selected in the general schedule and four grade ranges in the wage systems. The grade ranges selected are as follows:

The General Schedule

GS–1–4: Employees in these grades are the lowest graded employees in the general schedule.

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GS–9–12: Employees in these grades are generally in mid-professional or mid-management positions.

GS–13–15: Employees in these grades are generally in upper-level professional or managerial positions.

GS–16–18: Employees in these grades are in the highest-level professional and managerial positions.

General schedule grades 5–8 generally comprise employees in clerical, clerical supervisory, paraprofessional and entry-level professional and managerial positions. High or low percentages of minority and female employees in these grades would be ambiguous in meaning. A high percentage might indicate that minorities and women are in an upward passage into higher grades, or it might mean that large numbers of them have reached a ceiling level below mid-level professional or managerial grades. A low percentage might indicate that minorities or women are concentrated at grades below GS–5, –6, –7, or –8, or that they are moving in significant numbers into grades above GS–8. Because of the mixture of occupational lines of advancement in these grades and because percentage figures for them would be ambiguous in meaning, they have not been included among selected grade ranges.

Wage systems

WG–1–4: Employees in these grades are the lowest-graded nonsupervisory wage workers.

WL–6–10: Employees in wage plan WL are "leaders," persons who work with other workers but who set an example of how work should be done and help other workers with problems. Grade range WL–6–10 represents a wide range of middle grades in this wage plan and should include representative numbers of workers in passage toward supervisory positions.

WS–9–12: Employees in these grades are in mid- to upper-level supervisory positions.

WS–16–19: Employees in these grades are in the highest-level supervisory positions.

The wage plans WD, Nonsupervisory, Production Facilitating (PROD FAC) and WN, Supervisory, Production Facilitating are primarily Navy wage systems and are not used by all departments and agencies. Consequently, grade ranges were not selected from these wage plans.

Postal Service

The following grade ranges have been selected in the Postal Service, and percentages of minorities and women employees in each of these grade ranges have been placed in the columns showing percentages in the equivalent general schedule or wage system grade ranges in other departments and agencies:

Field Levels–1–3 and Headquarters Levels–1–5: approximately equivalent to WG–1–4;

Headquarters Levels–6–11: approximately equivalent to GS–1–4;

Headquarters and Field Levels–15–21 (these grade ranges include field supervisors comparable to wage supervisors): approximately equivalent to GS–9–12;

Headquarters and Field Levels 22–29: approximately equivalent to GS–13–15;

Headquarters and Field Levels 30–35: approximately equivalent to the GS–16–18.

Levels 36 and above are equivalent to the Executive Schedule.

V. THE TABLES

Table I shows numbers of all employees in each grade range, and numbers and percentages of minorities and women in each grade range, for the entire Federal Government in 1975.

Table II shows the comparable figures for 1977.

Table III shows the percentage change of minorities and women in each grade range in the entire Federal Government between 1975 and 1977.

Postal workers are not included in the first three tables. Because the Postal grade range given below which comprises the largest number of workers among selected grade ranges, Headquarters and Field Levels 15–21, includes Field supervisors comparable to wage supervisors, and because Postal grade range equivalence is only approximate, addition of Postal workers in these tables would distort numbers and percentages in the general schedule.

Table IV shows, for each of the 44 selected agencies, numbers of all employees in each grade range, and numbers and percentages of minorities and women in 1977.

Table V shows the percentage of Black employees among all employees governmentwide and in each agency, and percentages of Blacks in each grade range governmentwide and each agency in 1977.

Table VI shows the same percentages as Table V for Spanish Surnamed employees.

Table VII shows the same percentages as Table V for American Indians.

Table VIII shows the same percentages as Table V for Orientals.

Table IX shows the same percentages for women as Table V.

In Tables V through IX, if all employees in any grade range number five or fewer, percentages of minority and female employees are not shown; the small number of all employees would render these percentages insignificant.

1. Comparisons provided by Tables V–IX

Table V allows the percentage of Black employees in each grade range governmentwide and in each agency to be compared with Blacks as a percentage of the U.S. population.

Table VII allows the percentage of American Indian employees in each grade range governmentwide and in each agency to be compared with American Indians as a percentage of the U.S. population.

Table VIII allows the percentage of Orientals in each grade range governmentwide and in each agency to be compared with Orientals as a percentage of the U.S. population, excluding the population of Hawaii.

Table IX allows the percentage of women in each grade range governmentwide and in each agency to be compared with women as a percentage of the U.S. labor force.

In addition, the percentage of each minorities and women in each grade range in each agency may be compared with:

(1) the percentage of that minority group or of women among all Federal employees;

(2) the percentage of that minority group or of women among all Federal employees in the same agency;

(3) the percentage of that minority group or of women in the same grade range government-wide;

(4) the percentage of that minority group or of women in the same grade range in any other agency.

2. Analysis of comparisons provided by Tables V–IX

If the percentage of any minority group or of women in GS–1–4, or in WG–1–4 in any agency is greater than (1) the percentage of that group in the U.S. population (or similar basis of comparison with respect to Orientals and women), or (2) the percentage of that group among all Federal employees, or (3) the percentage of that group among all employees in the same agency, there is a concentration of that group in one of these lowest grade ranges.

If the percentage of any minorities or of women in GS–9–12, GS–13–15, GS–16–18, WL–6–10, WS–9–12, or WS–16–19 is less than (1) the percentage of that group in the U.S. population (or similar basis of comparison with respect to Orientals and women), or (2) the percentage of the group among all Federal employees, or (3) the percentage of that group among all employees in the same agency, there is indicated the possibility of a need to investigate underutilization. The Department of Labor defines "underutilization" as "having fewer minorities or women in a particular job group than would reasonably be expected by their availability" (41 CFR 60–2.11 (b), rev. July 1, 1976). "Availability" refers to qualified or potentially qualified minorities or women. If possible underutilization is indicated in grade ranges WL–6–10, WS–9–12, or WS–16–19, underutilization among all wage leaders and all wage supervisors might be investigated.

TABLE I.—GOVERNMENT WIDE, 1975

Grade range	All employees	Black	Percent black	Spanish surnamed	Percent Spanish surnamed	American Indian	Percent American Indian	Oriental	Percent oriental	Women	Percent women
GS 1–4	256,489	57,929	22.59	9,729	3.79	4,747	1.85	1,827	0.71	200,405	78.14
GS 9–12	429,589	29,101	6.77	8,785	2.04	2,637	.61	4,933	1.15	70,842	16.49
GS 13–15	177,890	6,249	3.51	1,756	.99	591	.33	1,646	.93	8,480	4.77
GS 16–18	4,737	147	3.10	31	.65	11	.23	19	.40	121	2.55
WG 1–4	50,181	24,320	48.46	3,185	6.35	758	1.51	625	1.25	16,441	32.76
WL 6–10	8,291	1,035	12.48	391	4.72	98	1.18	48	.58	87	1.05
WS 9–12	19,559	1,004	5.13	783	4.00	149	.76	175	.89	50	.26
WS 16–19	298	3	1.01	8	2.68	3	1.01	1	.34	0	0

TABLE II.—GOVERNMENT WIDE, 1977

Grade range	All employees	Black	Percent black	Spanish surnamed	Percent Spanish surnamed	American Indian	Percent American Indian	Oriental	Percent oriental	Women	Percent women
GS 1–4	255,629	56,188	21.98	10,407	4.07	5,795	2.27	2,129	0.83	200,330	78.37
GS 9–12	454,313	33,841	7.45	10,538	2.32	3,431	.76	5,995	1.32	84,804	18.67
GS 13–15	188,551	7,324	3.88	2,106	1.12	762	.40	1,976	1.05	10,294	5.46
GS 16–18	5,240	159	3.03	42	.80	13	.25	27	.52	153	2.92
WG 1–4	48,909	23,364	47.77	3,398	6.95	960	1.96	668	1.37	16,102	32.92
WL 6–10	7,988	1,054	13.19	415	5.20	118	1.48	61	.76	98	1.23
WS 9–12	19,181	1,060	5.53	812	4.23	157	.82	172	.90	48	0.25
WS 16–19	229	3	1.31	8	3.49	1	.44	1	.44	0	0

TABLE III.—GOVERNMENT-WIDE COMPARISON 1975–77

Grade range	Percent black			Percent Spanish surnamed			Percent American Indian			Percent oriental			Percent women		
	1975	1977	Percent change	1975	1977	Percent change	1975	1977	Percent change	1975	1977	Percent change	1975	1977	Percent change
GS 1–4	22.59	21.98	−2.70	3.79	4.07	+7.39	1.85	2.27	+22.70	0.71	0.83	+16.90	78.13	78.37	+0.31
GS 5–12	6.77	7.45	+10.04	2.04	2.32	+13.73	.61	.76	+24.60	1.15	1.32	+14.78	16.49	18.67	+13.22
GS 13–15	3.51	3.88	+10.54	.99	1.12	+13.13	.33	.40	+21.21	.93	1.05	+12.90	4.77	5.46	+14.47
GS 16–18	3.10	3.03	−2.26	.65	.80	+23.08	.23	.25	+8.70	.40	.52	+30.00	2.55	2.92	+14.51
WG 1–4	48.46	47.77	−1.42	6.35	6.95	+9.45	1.51	1.96	+29.80	1.25	1.37	+8.66	32.76	32.92	+.49
WL 5–10	12.48	13.19	+5.69	4.72	5.20	+10.17	1.18	1.48	+25.42	.58	.76	+31.03	1.05	1.23	+17.14
WS 9–12	5.13	5.53	+7.80	4.00	4.23	+5.75	.76	.82	+7.90	.89	.90	+1.12	.26	.25	−3.85
WS 16–19	1.01	1.31	+29.70	2.68	3.49	+30.22	1.01	.44	−56.44	.34	.44	+22.73	0	0	0

DEPARTMENT OF AGRICULTURE

The Department of Agriculture works to improve and maintain farm income and to develop and expand markets abroad for agricultural products. It works to enhance the environment and to maintain our production capacity by helping landowners protect the soil, water, forests, and other natural resources. Rural development, credit, and conservation programs are key resources for carrying out national growth policies. The Department, through inspection and grading services, safeguards and assures standards of quality in the daily food supply.

TABLE IV.—1977

	All employees	Black	Percent black	Spanish surnamed	Percent Spanish surnamed	American Indian	Percent American Indian	Oriental	Percent oriental	Women	Percent women
GS 1–4	6,025	403	6.69	1,076	17.86	38	0.63	33	0.55	4,479	74.34
GS 9–12	32,864	1,519	4.62	471	1.43	92	.28	249	.76	2,272	6.91
GS 13–15	9,221	212	2.30	49	.53	19	.21	102	1.11	330	3.58
GS 16–18	247	4	1.62	0	0	0	0	0	0	4	1.62
WG 1–4	548	175	27.01	188	29.01	2	.31	5	.77	80	12.35
WL 6–10	79	7	8.86	0	0	0	0	0	0	0	0
WS 9–12	615	2	1.21	11	6.67	0	0	0	0	1	0.61
WS 16–19	0										

DEPARTMENT OF THE AIR FORCE

The Department of the Air Force is responsible for providing an Air Force that is capable, in conjunction with the other armed forces, of preserving the peace and security of the United States.

TABLE IV.—1977—Continued

Grade range	All employees	Black	Percent black	Spanish surnamed	Percent Spanish surnamed	American Indian	Percent American Indian	Oriental	Percent oriental	Women	Percent women
GS 1–4	30,035	2,961	9.86	2,370	7.89	96	.32	235	0.78	25,405	84.58
GS 9–12	47,166	1,659	3.52	1,858	3.94	164	.35	400	.85	6,502	13.79
GS 13–15	12,717	261	2.05	153	1.20	25	.20	109	.86	326	2.56
GS 16–18	124	2	1.61	1	.81	0	0	0	0	1	.81
WG 1–4	5,351	1,431	26.74	952	17.79	23	.43	40	.75	944	17.64
WL 6–10	1,898	101	5.32	125	6.59	7	.37	28	1.48	3	.16
WS 9–12	5,767	145	2.51	414	7.18	35	.61	46	.80	13	.23
WS 16–19	76	0	0	5	6.58	0	0	1	1.32	0	0

DEPARTMENT OF THE ARMY

The mission of the Department of the Army is to organize, train, and equip active duty and reserve forces for the preservation of peace, security, and the defense of our Nation. The Army's mission focuses on land operations; its soldiers must be trained with modern arms and equipment and be ready to respond quickly.

The Army also administers programs aimed at protecting the environment, improving waterway navigation, flood and beach control, and water resource development, It supports the National Civil Defense Program, provides military assistance to Federal, State, and local government agencies, natural disaster relief assistance, and provides emergency medical air transportation services.

TABLE IV.—1977—Continued

Grade range	All employees	Black	Percent black	Spanish surnamed	Percent Spanish surnamed	American Indian	Percent American Indian	Oriental	Percent oriental	Women	Percent women
GS 1–4	46,339	6,916	14.92	1,960	4.23	85	0.18	483	1.04	36,550	78.88
GS 9–12	69,982	3,948	5.64	1,434	2.05	114	.16	1,173	1.68	11,079	15.83
GS 13–15	21,533	559	2.60	230	1.07	24	.11	258	1.20	677	3.14
GS 16–18	185	4	2.16	0	0	0	0	1	.54	1	.54
WG 1–4	8,008	3,039	37.95	713	8.90	20	.25	156	1.95	2,304	28.77
WL 6–10	3,184	298	9.36	168	5.28	11	.35	24	.75	25	.79
WS 9–12	4,278	157	3.67	190	4.44	12	.28	70	1.64	7	.16
WS 16–19	95	3	3.16	2	2.11	0	0	0	0	0	0

DEPARTMENT OF COMMERCE

The Department of Commerce encourages, serves, and promotes the Nation's economic development and technological advancement. It offers advice and information to domestic and international business; provides social and economic statistics and analyses for business and Government planners; assists in the development and maintenance of the U.S. merchant marine; provides research for and promotes the increased use of science and technology in the development of the economy; provides assistance to speed the development of the economically underdeveloped areas of the Nation; seeks to improve understanding of the Earth's physical environment and oceanic life; promotes travel to the United States by residents of foreign countries; assists in the growth of minority businesses; and seeks to prevent the loss of life and property from fire.

TABLE IV.—1977—Continued

Grade range	All employees	Black	Percent black	Spanish surnamed	Percent Spanish surnamed	American Indian	Percent American Indian	Oriental	Percent oriental	Women	Percent women
GS1–4	2,445	985	40.29	35	1.43	5	0.20	8	0.33	1,946	79.59
GS 9–12	9,569	1,052	10.99	155	1.62	15	.16	124	1.30	1,841	19.24
GS 13–15	7,254	363	5.00	92	1.27	11	.15	119	1.64	486	6.70
GS 16–18	371	3	.81	2	.54	0	0	3	.81	10	2.70
WG 1–4	218	129	59.17	2	.92	0	0	0	0	85	38.99
WL 6–10	27	10	37.04	2	7.41	0	0	0	0	0	0
WS 9–12	42	1	2.38	0	0	0	0	1	2.38	0	0
WS 16–19	0										

OFFICE OF THE SECRETARY OF DEFENSE AND OTHER DEFENSE AGENCIES

The Office of the Secretary of Defense includes the offices of the Director of Defense Research and Engineering, nine Assistant Secretaries of Defense, the General Counsel, and such other staff offices as the Secretary of Defense establishes to assist him in carrying out his duties and responsibilities. The heads of these offices are civilian staff advisers to the Secretary for such functions as he assigns to them.

TABLE IV.—1977—Continued

Grade range	All employees	Black	Percent black	Spanish surnamed	Percent Spanish surnamed	American Indian	Percent American Indian	Oriental	Percent oriental	Women	Percent women
GS 1–4	8, 97	2, 203	26. 02	178	2. 10	18	0. 21	76	0. 90	7, 113	84. 01
GS 9–12	24, 890	2, 327	9. 35	368	1. 48	74	0. 30	271	1. 09	3, 885	15. 61
GS 13–15	6, 140	254	4. 14	42	. 68	5	. 08	57	. 93	302	4. 92
GS 16–18	244	5	2. 05	2	. 82	0	0	1	. 41	3	1. 23
WC 1–4	975	565	57. 95	44	4. 51	0	0	5	. 51	150	15. 38
WL 6–10	206	68	33. 01	8	3. 88	0	0	2	. 97	8	3. 88
WS 9–12	221	31	14. 03	10	4. 52	0	0	0	0	9	4. 07
WS 16–19	2	0	0	0	0	0	0	0	0	0	0

DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE

The Department of Health, Education, and Welfare (HEW) is the Cabinet-level department of the Federal executive branch most concerned with people and most involved with the Nation's human concerns. In one way or another—whether it is mailing out social security checks, or improving the quality of American education, or making health services more widely available—HEW touches the lives of more Americans than any other Federal agency. It is literally a department of people serving people, from newborn infants to our most elderly citizens.

TABLE IV.—1977—Continued

Grade range	All employees	Black	Percent black	Spanish surnamed	Percent Spanish surnamed	American Indian	Percent American Indian	Oriental	Percent oriental	Women	Percent women
GS 1–4	26, 844	9, 476	35. 30	1, 050	3. 91	1, 695	6. 31	163	0. 61	23, 074	85. 96
GS 9–12	37, 665	6, 024	15. 99	1, 203	3. 19	529	1. 40	461	1. 22	18, 740	59. 75
GS 13–15	15, 131	1, 338	8. 84	262	1. 73	105	. 69	212	1. 40	2, 529	16. 71
GS 16–18	353	24	6. 80	7	1. 98	1	. 28	4	1. 13	29	8. 22
WG 1–4	2, 360	1, 562	66. 19	29	1. 23	308	13. 05	18	0. 76	970	41. 10
WL 6–10	112	36	32. 14	2	1. 79	19	16. 96	0	0. 00	14	12. 50
WS 9–12	111	12	10. 81	2	1. 80	7	6. 31	0	0. 00	0	0
WS 16–19	0										

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

The Department of Housing and Urban Development (HUD) is the principal Federal agency responsible for programs concerned with housing needs and improving and developing the Nation's communities.

To carry out its overall purpose of assisting the sound development of our communities, HUD administers mortgage insurance programs that help families to become home owners; a rental subsidy program for lower income families who otherwise could not afford decent housing: and programs that aid neighborhood rehabilitation and the preservation of our urban centers from blight and decay. HUD also protects the home buyer in the marketplace and fosters programs that stimulate and guide the housing industry to provide not only housing but a suitable living environment.

TABLE IV.—1977—Continued

Grade range	All employees	Black	Percent black	Spanish surnamed	Percent Spanish surnamed	American Indian	Percent American Indian	Oriental	Percent oriental	Women	Percent women
GS 1–4	1,864	571	30.63	85	4.56	7	.38	22	1.18	1,635	87.71
GS 9–12	5,922	978	16.51	132	2.33	21	0.35	70	1.18	1,347	2.75
GS 13–15	3,515	385	10.95	54	1.54	12	0.34	23	0.65	365	10.38
GS 16–18	107	7	6.54	1	0.93	0	0.00	0	0	4	3 74
WG 1–4	13	11	84.62	0	0	0	0.00	0	0	1	.69
WL 6–10	1	1	100	0	0	0	0.00	0	0	0	0
WS 9–12	0	0	0								
WS 16–19	0	0	0								

DEPARTMENT OF THE INTERIOR

As the Nation's principal conservation agency, the Department of the Interior has responsibility for most of our nationa ly owned public lands and natural resources. This includes fostering the wisest use of our land and water resources, protecting our fish and wildlife, preserving the environmental and cultural values of our national parks and historical places, and providing for the enjoyment of life through outdoor recreation. The Department assesses our energy and mineral resources and works to assure that their development is in the best interests of all our people. The Department also has a major responsibility for American Indian reservation communities and for people who live in Island Territories under U.S. administration.

TABLE IV.—1977—Continued

Grade range	All employees	Black	Percent black	Spanish surnamed	Percent Spanish surnamed	American Indian	Percent American Indian	Oriental	Percent oriental	Women	Percent women
GS 1–4	7,640	337	4.41	220	2.88	3,583	46.90	33	0.43	6,373	70.33
GS 9–12	16,104	689	4.28	432	2.68	1,869	11.61	222	1.38	3,297	20.47
GS 13–15	7,873	98	1.24	70	.89	323	4.10	75	.95	274	3.48
GS 16–18	226	2	.89	3	1.33	43	19.03	1	.44	4	1.77
WG 1–4	943	163	17.29	19	2.01	541	57.37	2	.21	024	21.63
WL 6–10	212	34	16.04	4	1.89	66	31.13	0	0	16	7.55
WS 9–12	331	9	2.72	10	3.02	81	24.47	0	0	0	0
WS 16–19	3	0	0	0	0	1	33.33	0	0	0	0

DEPARTMENT OF JUSTICE

The Department of Justice serves as counsel for the Nation's citizens. It represents them in enforcing the law in the public interest. Through its thousands of lawyers, investigators, and agents, the Department plays the key role in protection against criminals and subversion, in ensuring healthy competition of business in our free enterprise system, in safeguarding the consumer, and in enforcing drug, immigration, and naturalization laws. The Department also plays a significant role in protecting citizens through its efforts for effective law enforcement, crime prevention, crime detection, and prosecution and rehabilitation of offenders.

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Moreover, the Department conducts all suits in the Supreme Court in which the United States is concerned. It represents the Government in legal matters generally, rendering legal advice and opinions, upon request, to the President and to the heads of the executive departments. The Attorney General supervises and directs these activities, as well as those of the U.S. Attorneys and U.S. Marshals in the various judicial districts around the country.

TABLE IV.—1977—Continued

Grade range	All employees	Black	Percent black	Spanish surnamed	Percent Spanish surnamed	American Indian	Percent American Indian	Oriental	Percent oriental	Women	Percent women
GS 1–4	6,720	1,547	23.02	281	4.18	12	0.18	48	0.71	4,770	70.98
GS 9–12	15,277	645	4.22	511	3.34	31	.20	79	.52	1,678	10.98
GS 13–15	8,704	128	1.47	82	.94	15	.17	20	.23	285	3.27
GS 16–18	355	0	0	0	0	0	0	1	.28	4	1.13
WG 1–4	88	20	22.73	4	4.55	0	0	0	0	15	17.05
WL 6–10	13	0	0	3	23.08	0	0	0	0	0	0
WS 9–12	874	11	1.26	9	1.03	0	0	1	.11	4	.46
WS 16–19	0										

DEPARTMENT OF LABOR

The purpose of the Department of Labor is to foster, promote, and develop the welfare of the wage earners of the United States, to improve their working conditions, and to advance their opportunities for employment. In carrying out this mission, the Department administers more than 130 Federal labor laws guaranteeing workers' rights to safe and healthful working conditions, a minimum hourly wage and overtime pay, freedom from employment discrimination, unemployment insurance, and workers' compensation. The Department also protects workers' pension rights; sponsors job training programs; helps workers find jobs; works to strengthen free collective bargaining; and keeps track of changes in employment, prices and other national economic measurements.

TABLE IV.—1977—Continued

Grade range	All employees	Black	Percent black	Spanish surnamed	Percent Spanish surnamed	American Indian	Percent American Indian	Oriental	Percent oriental	Women	Percent women
GS 1–4	1,547	768	49.64	79	5.11	3	0.19	10	0.65	1,319	85.26
GS 9–12	5,119	863	16.86	158	3.09	19	.37	59	1.15	1,457	28.46
GS 13–15	3,624	420	11.59	74	2.04	15	.41	25	.69	461	12.72
GS 16–18	134	9	6.72	2	1.49	3	2.24	0	0	12	8.96
WG 1–4	8	5	62.50	0	0	0	0	0	0	1	12.50
WL 6–10	1	1	100	0	0	0	0	0	0	0	0
WS 9–12	0										
WS 16–19	0										

DEPARTMENT OF THE NAVY

The primary mission of the Navy is to protect the United States, as directed by the President or the Secretary of Defense, by the effective prosecution of war at sea including, with its Marine Corps component, the seizure or defense of advanced naval bases; to support, as required, the forces of all military departments of the United States; and maintain freedom of the seas.

TABLE IV.—1977—Continued

Grade range	All employees	Black	Percent black	Spanish surnamed	Percent Spanish surnamed	American Indian	Percent American Indian	Oriental	Percent oriental	Women	Percent women
GS 1–4	30,841	5,457	17.69	878	2.84	49	0.16	492	1.60	23,883	77.44
GS 9–12	56,091	2,823	5.03	867	1.55	121	.22	1,092	1.95	6,897	12.30
GS 13–15	18,319	441	2.41	110	.60	20	.11	271	1.48	562	3.07
GS 16–18	216	3	1.39	1	.46	0	0	1	.46	3	1.39
WG 1–4	5,740	3,070	53.48	369	6.43	9	.16	252	4.39	1,347	23.47
WL 6–10	1,288	275	21.35	84	6.52	10	.78	17	1.32	10	.78
WS 9–12	5,571	477	8.56	141	2.53	18	.32	44	.79	6	.11
WS 16–19	49	0	0	1	2.04	0	0	0	0	0	0

DEPARTMENT OF STATE (INCLUDING AGENCY FOR INTERNATIONAL DEVELOPMENT)

It is to the Department of State that the President looks for his primary advice in the formulation and execution of foreign policy. As Chief Executive, the President has overall responsibility for the foreign policy of the United States. The Department of State's primary objective in the execution of our foreign policy is to promote the long-range security and well-being of the United States. The Department determines and analyzes the facts relating to our overseas interests, makes recommendations on policy and future action, and takes the necessary steps to carry out established policy. In so doing, the Department engages in continuous consultations with other states; negotiates treaties and agreements with foreign nations; speaks for the United States in the United Nations and in more than 50 major international organizations in which the United States participates; and represents the United States at more than 800 international conferences annually.

TABLE IV.—1977—Continued

Grade range	All employees	Black	Percent black	Spanish surnamed	Percent Spanish surnamed	American Indian	Percent American Indian	Oriental	Percent oriental	Women	Percent women
GS 1–4	433	173	39.95	29	6.70	1	0.23	2	0.46	315	72.75
GS 9–12	1,298	424	32.67	37	2.85	1	.08	22	1.69	765	58.94
GS 13–15	875	65	7.43	14	1.60	2	.23	5	.57	174	19.89
GS 16–18	32	0	0	1	3.13	0	0	2	6.25	3	9.38
WG 1–4	20	2	10	16	80	0	0	0	0	8	0
WL 6–10	3	0	0	3	100	0	0	0	0	0	0
WS 9–12	8	0	0	1	12.50	0	0	0	0	0	0
WS 16–19	0	0	0								

DEPARTMENT OF TRANSPORTATION

The U.S. Department of Transportation (DOT) establishes the Nation's overall transportation policy. Under its umbrella there are seven administrations and the Materials Transportation Bureau whose jurisdictions include highway planning, development, and construction; urban mass transit; railroads; aviation; and the safety of waterways, ports, highways, and oil and gas pipelines. Decisions made by DOT in conjunction with the appropriate State and local officials strongly affect other programs such as land planning, energy conservation, scarce resource utilization, and technological change.

TABLE IV.—1977—Continued

Grade range	All employees	Black	Percent black	Spanish surnamed	Percent Spanish surnamed	American Indian	Percent American Indian	Oriental	Percent oriental	Women	Percent women
GS 1–4	3,006	831	27.64	99	3.29	39	1.30	44	1.46	2,587	86.06
GS 9–12	29,276	1,835	6.27	746	2.55	194	.66	520	1.78	2,129	7.27
GS 13–15	21,178	675	3.19	265	1.25	108	.49	169	.80	299	1.41
GS 16–18	254	16	6.30	0	0	1	.39	1	.39	1	.39
WG 1–4	284	116	40.85	12	4.23	5	1.76	8	2.82	30	10.56
WL 6–10	213	18	8.45	5	2.35	0	0	1	.47	0	0
WS 9–12	238	14	5.88	1	.42	3	1.26	5	2.10	0	0
WS 16–19	4	0	0	0	0	0	0	0	0	0	0

DEPARTMENT OF THE TREASURY

The Department of the Treasury performs four basic types of functions: formulating and recommending financial, tax, and fiscal policies; serving as financial agent for the U.S. Government; law enforcement; and manufacturing coins and currency.

TABLE IV.—1977—Continued

Grade range	All employees	Black	Percent black	Spanish surnamed	Percent Spanish surnamed	American Indian	Percent American Indian	Oriental	Percent oriental	Women	Percent women
GS 1–4	26,764	5,550	20.74	1,335	4.99	45	0.17	165	0.62	23,471	87.70
GS 9–12	37,400	2,709	7.24	918	2.45	51	.14	455	1.22	7,443	19.90
GS 13–15	13,833	469	3.39	149	1.08	15	.11	126	.91	592	4.28
GS 16–18	369	13	3.52	1	.27	1	.27	1	.27	7	1.90
WG 1–4	422	224	53.08	35	8.29	0	0	7	1.66	93	22.04
WL 6–10	52	21	40.38	1	1.92	0	0	2	3.84	9	17.31
WS 9–12	76	12	15.79	2	2.63	0	0	0	0	2	2.63
WS 16–19	0										

ACTION

ACTION's purpose is to strengthen the impact and appeal of citizen participation in programs providing personalized services to people whose needs are compelling, both at home and abroad. In striving to reach its goal of a system of volunteer service which uses to the fullest advantage the power of the American people to serve the purposes of the American Nation, the Agency identifies and develops the widest possible range of opportunities for mobilizing the American spirit of service among all ages. It provides centralized coordination and administration of domestic and international volunteer activities sponsored by the Federal Government.

TABLE IV.—1977—Continued

Grade range	All employees	Black	Percent black	Spanish surnamed	Percent Spanish surnamed	American Indian	Percent American Indian	Oriental	Percent oriental	Women	Percent women
GS 1–4	123	55	44.72	3	2.44	0	0	2	1.63	101	82.1
GS 9–12	347	84	24.21	10	2.88	2	.58	1	.29	171	49.28
GS 13–15	209	28	13.40	7	3.35	3	1.44	1	.48	40	19.14
GS 16–18	4	0	0	0	0	0	0	0	0	1	25
WG 1–4	0										
WL 6–10	0										
WS 9–12	0										
WS 16–19	0										

CANAL ZONE GOVERNMENT

The Canal Zone Government is responsible for the performance of the various duties connected with the civil government including health, sanitation, and protection of the Canal Zone. To this end, it maintains and operates such services as schools, hospitals and other health and sanitation services, police and fire forces, postal services, and customs and immigration services.

TABLE IV.—1977—Continued

Grade range	All employees	Black	Percent Black	Spanish surnamed	Percent Spanish surnamed	American Indian	Percent American Indian	Oriental	Percent oriental	Women	Percent women
GS 1-4	[No information provided on numbers of employees in these pay plans]										
GS 9-12											
GS 13-15											
GS 16-18											
WG 1-4											
WL 6-10											
WS 9-12											
WS 16-19											

CIVIL AERONAUTICS BOARD

The Civil Aeronautics Board (CAB) promotes and regulates the civil air transport industry within the United States and between the United States and foreign countries in the interests of the foreign and domestic commerce of the United States, the postal service, and the national defense. The Board grants licenses to provide air transportation services, approves or disapproves proposed rates and fares, and approves or disapproves proposed agreements and corporate relationships involving air carriers. The Board issues rules of general applicability and acts on individual applications.

TABLE IV.—1977—Continued

Grade range	All employees	Black	Percent Black	Spanish surnamed	Percent Spanish surnamed	American Indian	Percent American Indian	Oriental	Percent oriental	Women	Percent women
GS 1-4	53	27	50.94	0	0	0	0	0	0	42	79.25
GS 9-12	211	30	14.22	2	.95	0	0	1	.47	84	39.81
GS 13-15	221	4	1.81	2	.90	0	0	0	0	25	11.31
GS 16-18	36	0	0	0	0	0	0	0	0	3	8.33
WG 1-4	2	2	100	0	0	0	0	0	0	0	0
WL 6-10	0										
WS 9-12	0										
WS 16-19	0										

THE UNITED STATES COMMISSION ON CIVIL RIGHTS

The role of the Commission on Civil Rights is to encourage constructive steps toward equal opportunity for minority groups and women. The Commission investigates complaints, holds public hearings, and collects and studies information on denials of equal protec-

tion of the laws because of race, color, religion, sex, or national origin. Voting rights, administration of justice, and equality of opportunity opportunity in education, employment, and housing are among the many topics of specific Commission interest.

TABLE IV.—1977—Continued

Grade range	All employees	Black	Percent black	Spanish surnamed	Percent Spanish surnamed	American Indian	Percent American Indian	Oriental	Percent Oriental	Women	Percent women
GS 1–4	14	9	64.29	3	21.43	0	0	0	0	8	57.14
GS 9–12	71	29	40.85	17	23.94	0	0	1	1.41	45	63.38
GS 13–15	73	24	32.88	6	8.22	1	1.37	5	6.85	29	39.73
GS 16–18	10	3	30	1	10	0	0	0	0	1	10
WG 1–4	0										
WL 6–10	0										
WS 9–12	0										
WS 16–19	0										

UNITED STATES CIVIL SERVICE COMMISSION

The basic task of the United States Civil Service Commission (CSC) is very much the same as when it was first founded in 1883—to administer a merit system of Federal employment.

Initially, the Commission's job was largely restricted to recruiting and examining. Today, a modern merit system includes recruiting, examining, training, and promoting people on the basis of their knowledge and skills regardless of their race, religion, sex, political influence, or other nonmerit factors.

The Civil Service Commission's role is to provide qualified people for Government agencies and to make sure that the Federal Government provides an array of personnel services to applicants and employees. It is the central personnel agency of the executive branch.

TABLE IV.—1977—Continued

Grade range	All employees	Black	Percent black	Spanish surnamed	Percent Spanish surnamed	American Indian	Percent American Indian	Oriental	Percent oriental	Women	Percent women
GS 1–4	1,787	734	41.07	80	4.48	7	0.39	20	1.12	1,549	86.68
GS 9–12	1,876	264	14.07	63	3.36	6	.32	21	1.12	620	33.05
GS 13–15	1,073	76	7.08	21	1.96	3	.28	5	.47	183	17.06
GS 16–18	62	2	3.23	2	3.23	0	0	1	1.61	2	3.23
WG 1–4	9	6	66.67	0	0	0	0	0	0	1	11.11
WL 6–10	1	1	100	0	0	0	0	0	0	0	0
WS 9–12	0										
WS 16–19	0										

ENERGY RESEARCH AND DEVELOPMENT ADMINISTRATION

The purpose of the Energy Research and Development Administration (ERDA) is to reorganize and consolidate Federal activities relating to research and development on the various sources of energy in order to develop and increase the efficiency and reliability of the use of all energy sources to meet the needs of present and future

generations, to increase the productivity of the national economy and strengthen its position in regard to international trade, to make the Nation self-sufficient in energy, to advance the goals of restoring, protecting, and enhancing environmental quality, and to assure public health and safety.

TABLE IV.—1977—Continued

Grade range	All employees	Black	Percent black	Spanish surnamed	Percent Spanish surnamed	American Indian	Percent American Indian	Oriental	Percent oriental	Women	Percent women
GS 1–4	290	67	23.10	31	10.69	1	0.34	2	0.69	230	79.31
GS 5–12	1,812	120	6.62	75	4.14	11	.61	36	1.99	466	25.72
GS 13–15	3,078	95	3.09	57	1.85	6	.19	29	.94	141	4.58
GS 16–18	366	5	1.37	3	.82	1	.27	2	.55	4	1.09
WG 1–4	0										
WL 6–10	5	1	20	0	0	0	0	0	0	0	0
WS 9–12	16	1	6.25	0	0	0	0	0	0	0	0
WS 16–19	0										

ENVIRONMENTAL PROTECTION AGENCY

The purpose of the Environmental Protection Agency (EPA) is to protect and enhance our environment today and for future generations to the fullest extent possible under the laws enacted by Congress. The Agency's mission is to control and abate pollution in the areas of air, water, solid waste, pesticides, noise, and radiation. EPA's mandate is to mount an integrated, coordinated attack on environmental pollution in cooperation with State and local governments.

TABLE IV.—1977—Continued

Grade range	All employees	Black	Percent black	Spanish surnamed	Percent Spanish surnamed	American Indian	Percent American Indian	Oriental	Percent oriental	Women	Percent women
GS 1–4	918	317	34.53	28	3.05	3	0.33	9	0.98	775	84.42
GS 5–12	3,298	228	6.91	43	1.30	3	.09	66	2	693	21.01
GS 13–15	2,655	89	3.35	25	.94	3	.11	38	1.43	158	5.95
GS 16–18	132	2	1.52	0	0	1	.76	0	0	4	3.03
WG 1–4	11	5	45.45	0	0	0	0	0	0	1	9.09
WL 6–10	8	1	12.50	0	0	0	0	0	0	0	0
WS 9–12	5	1	20	0	0	0	0	0	0	0	0
WS 16–19	0										

FEDERAL COMMUNICATIONS COMMISSION

The Federal Communications Commission (FCC) regulates interstate and foreign communications by radio, television, wire, and cable. It is responsible for the orderly development and operation of broadcast services and the provision of rapid, efficient nationwide and worldwide telephone and telegraph services at reasonable rates. This also includes the promotion of safety of life and property through radio and the use of radio and television facilities to strengthen the national defense.

TABLE IV.—1977—Continued

Grade range	All employees	Black	Percent black	Spanish surnamed	Percent Spanish surnamed	American Indian	Percent American Indian	Oriental	Percent oriental	Women	Percent women
GS 1–4	260	123	47.31	1	0.38	0	0	0	0	222	85.38
GS 5–12	968	44	4.55	6	.62	1	.10	6	.62	110	11.36
GS 13–15	541	51	7.39	0	0	1	.18	4	.74	30	5.55
GS 16–18	40	1	1.96	0	0	0	0	1	1.96	2	3.92
WG 1–4	6	6	100	0	0	0	0	0	0	0	0
WL 6–10	1	1	100	0	0	0	0	0	0	0	0
WS 5–12	0										
WS 16–19	0										

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

The purposes of the Equal Employment Opportunity Commission (EEOC) are to end discrimination based on race, color, religion, sex, or national origin in hiring, promotion, firing, wages, testing, training, apprenticeship, and all other conditions of employment and to promote voluntary action programs by employers, unions, and community organizations to put equal employment opportunity into actual operation.

TABLE IV.—1977—Continued

Grade range	All employees	Black	Percent black	Spanish surnamed	Percent Spanish surnamed	American Indian	Percent American Indian	Oriental	Percent oriental	Women	Percent women
GS 1–4	273	127	46.52	32	11.72	0	0	1	0.37	245	89.74
GS 5–12	794	391	49.24	106	13.35	7	.88	13	1.64	363	45.72
GS 13–15	503	213	42.35	50	9.94	2	.40	5	.99	138	27.44
GS 16–18	27	13	48.15	4	14.81	0	0	0	0	4	14.81
WG 1–4	0										
WL 6–10	0										
WS 5–12	0										
WS 16–19	0										

FEDERAL DEPOSIT INSURANCE CORPORATION

The Federal Deposit Insurance Corporation (FDIC) was established to promote and preserve public confidence in banks and to protect the money supply through provision of insurance coverage for bank deposits.

TABLE IV.—1977—Continued

Grade range	All employees	Black	Percent black	Spanish surnamed	Percent Spanish surnamed	American Indian	Percent American Indian	Oriental	Percent oriental	Women	Percent women
GS 1–4	399	110	27.57	18	4.51	1	0.25	11	2.76	270	67.67
GS 5–12	1,209	52	4.30	9	.74	1	.08	7	.58	151	12.49
GS 13–15	544	5	.92	5	.92	0	0	1	.18	21	3.86
GS 16–18	32	0	0	0	0	0	0	0	0	1	3.13
WG 1–4	4	3	75	0	0	0	0	0	0	0	0
WL 6–10	0										
WS 5–12	0										
WS 16–19	0										

FEDERAL HOME LOAN BANK BOARD

The purpose of the Federal Home Loan Bank Board (FHLBB) is to encourage thrift and economical home ownership through supervision of the Federal Home Loan Bank System, the Federal Savings and Loan System, and the Federal Savings and Loan Insurance Corporation. The FHLBB supervises and regulates savings and loan associations, which specialize in lending out money on homes and are the country's major private source of funds to pay for building and buying homes. The Board operates the Federal Savings and Loan Insurance Corporation, which protects savings of the more than 60 million Americans with savings accounts in FSLIC-insured savings and loan associations. The Board also directs the Federal Home Loan Bank System, which, like the Federal Reserve System for banks, provides reserve credit and the assurance that member savings and loan associations will continue to be a source of economical financing for homes.

TABLE IV.—1977—Continued

Grade range	All employees	Black	Percent black	Spanish surnamed	Percent Spanish surnamed	American Indian	Percent American Indian	Oriental	Percent oriental	Women	Percent women
GS 1–4	84	22	26.19	0	0	0	0	0	0	68	80.95
GS 9–12	534	23	4.31	7	1.31	0	0	8	1.50	71	13.30
GS 13–15	366	6	1.64	1	.27	0	0	2	.55	15	4.01
GS 16–18	7	0	0	0	0	0	0	0	0	0	0
WG 1–4	2	2	100	0	0	0	0	0	0	0	0
WL 6–10	0										
WS 9–12	0										
WS 16–19	0										

FEDERAL POWER COMMISSION

The Federal Power Commission (FPC) regulates the interstate aspects of the electric power and natural gas industries. FPC actions directly or indirectly affect the great majority of electric and natural gas consumers throughout the Nation. A principal concern of the FPC is that the Nation's consumers have adequate supplies of gas and electricity at the lowest reasonable rates.

TABLE IV.—1977—Continued

Grade range	All employees	Black	Percent black	Spanish surnamed	Percent Spanish surnamed	American Indian	Percent American Indian	Oriental	Percent oriental	Women	Percent women
GS 1–4	89	46	51.69	1	1.12	0	0	2	2.25	72	80.90
GS 9–12	330	44	13.33	0	0	2	.61	11	3.33	68	20.61
GS 13–15	368	20	5.43	5	1.36	2	.54	10	2.72	19	5.16
GS 16–18	42	3	7.14	0	0	0	0	2	4.76	0	0
WG 1–4	0										
WL 6–10	0										
WS 9–12	0										
WS 16–19	0										

FEDERAL TRADE COMMISSION

The basic objective of the Federal Trade Commission is the maintenance of strongly competitive enterprise as the keystone of the American economic system. Although the duties of the Commission are many and varied under law, the foundation of public policy underlying all these duties is essentially the same: to prevent the free enterprise system from being stifled, substantially lessened or fettered by monopoly or restraints on trade, or corrupted by unfair or deceptive trade practices.

In brief, the Commission is charged with keeping competition both free and fair.

TABLE IV.—1977—Continued

Grade range	All employees	Black	Percent black	Spanish surnamed	Percent Spanish surnamed	American Indian	Percent American Indian	Oriental	Percent oriental	Women	Percent women
GS 1–4	97	59	60.82	0	0	0	0	2	2.06	72	74.23
GS 9–12	326	50	15.34	13	3.99	3	.92	9	2.76	122	37.42
GS 13–15	516	62	12.02	0	0	0	0	11	2.13	18	3.49
GS 16–18	28	2	7.14	0	0	0	0	1	3.57	1	3.57
WG 1–4	2	1	50	0	0	0	0	0	0	1	50
WL 6–10	1	1	100	0	0	0	0	0	0	0	0
WS 9–12	0										
WS 16–19	0										

GENERAL ACCOUNTING OFFICE

The General Accounting Office has the following basic purposes: to assist the Congress, its committees, and its Members in carrying out their legislative and oversight responsibilities, consistent with its role as an independent nonpolitical agency in the legislative branch; to carry out legal, accounting, auditing, and claims settlement functions with respect to Federal Government programs and operations as assigned by the Congress; and to make recommendations designed to provide for more efficient and effective Government operations.

TABLE IV.—1977—Continued

Grade range	All employees	Black	Percent black	Spanish surnamed	Percent Spanish surnamed	American Indian	Percent American Indian	Oriental	Percent oriental	Women	Percent women
GS 1–4	237	88	37.13	7	2.95	0	0.	2	0.84	197	83.12
GS 9–12	1,926	177	9.19	44	2.28	1	.05	25	1.30	381	19.78
GS 13–15	1,764	35	1.98	10	.57	1	.06	6	.34	76	4.31
GS 16–18	88	0	0	1	1.14	0	0	2	2.27	1	1.14
WG 1–4	1	0	0	0	0	0	0	0	0	0	0
WL 6–10	0										
WS 9–12	1	0	0	0	0	0	0	0	0	0	0
WS 16–19	0										

GENERAL SERVICES ADMINISTRATION

The General Services Administration (GSA) establishes policy and provides for the Government an economical and efficient system for the management of its property and records, including construction

and operation of buildings, procurement and distribution of supplies, utilization and disposal of property, transportation, traffic, and communications management, stockpiling of strategic materials, and the management of the Governmentwide automatic data processing resources program.

GSA is organized much like a large corporation doing business in a number of different fields. It might well be termed a conglomerate. GSA consists of operating services and supporting staff offices, with functions carried out at three levels of organization: the Central Office, regional offices, and field activities.

TABLE IV.—1977—Continued

Grade range	All employees	Black	Percent black	Spanish surnamed	Percent Spanish surnamed	American indian	Percent American Indian	Oriental	Percent oriental	Women	Percent women
GS 1-4	3,578	1,224	34.21	123	3.44	11	0.31	38	1.01	2,639	73.76
GS 9-12	10,563	873	8.26	114	1.08	14	.13	83	.79	1,536	14.54
GS 13-15	2,604	152	5.84	25	.96	6	.23	18	.69	215	8.26
GS 16-18	67	3	4.48	0	0	0	0	0	0	1	1.49
WG 1-4	5,244	3,655	69.70	219	4.18	19	.36	79	1.51	2,243	42.77
WL 6-10	285	70	24.56	6	2.11	1	.35	0	0	0	0
WS 9-12	506	66	13.04	10	1.98	0	0	3	.59	3	.59
WS 16-18	0										

GOVERNMENT PRINTING OFFICE

The Government Printing Office (GPO) executes orders for printing and binding placed by Congress and the departments and establishments of the Federal Government. It furnishes blank paper, inks, and similar supplies to all governmental activities on order. It prepares catalogs and distributes and sells Government publications.

TABLE IV.—1977—Continued

Grade range	All employees	Black	Percent black	Spanish surnamed	Percent Spanish surnamed	American Indian	Percent American Indian	Oriental	Percent oriental	Women	Percent women
GS 1-4	649	485	74.73	7	1.08	0	0	0	0	473	72.88
GS 9-12	542	113	20.85	6	1.11	0	0	3	.55	130	23.99
GS 13-15	240	21	8.75	0	0	0	0	2	.83	7	2.92
GS 16-18	16	0	0	0	0	0	0	0	0	0	0
WG 1-4	39	7	17.95	17	43.59	0	0	0	0	2	5.13
WL 6-10	60	56	93.33	0	0	0	0	0	0	10	16.67
WS 9-12	23	20	86.96	0	0	0	0	0	0	1	4.35
WS 16-19	0										

INTERSTATE COMMERCE COMMISSION

The Interstate Commerce Commission (ICC) regulates interstate surface transportation, including trains, trucks, buses, inland waterway and coastal shipping, freight forwarders, oil pipelines, and express companies. The regulatory laws vary with the type of transportation, however, they generally involve certification of carriers seeking to provide transportation for the public, rates, adequacy of service, purchases, and mergers. The ICC assures that the carriers it regulates will provide the public with rates and services that are fair and reasonable.

TABLE IV.—1977—Continued

Grade range	All employees	Black	Percent black	Spanish surnamed	Percent Spanish surnamed	American Indian	Percent American Indian	Oriental	Percent oriental	Women	Percent women
GS 1–4	165	108	65.45	3	1.82	2	1.21	2	.21	123	74.55
GS 9–12	604	40	6.62	9	1.49	4	.66	15	2.48	101	16.72
GS 13–15	385	10	2.60	2	.52	2	.52	14	3.64	19	4.94
GS 16–18	90	1	1.11	2	.22	0	0	0	0	4	4.44
WG 1–4	1	1	100	0	0	0	0	0	0	0	0
WL 6–10	0										
WS 9–12	0										
WS 16–19	0										

NATIONAL LABOR RELATIONS BOARD

The National Labor Relations Board (NLRB) administers the Nation's laws relating to labor relations. It is vested with the power to investigate and settle labor disputes, safeguard employee's rights to organize, and prevent unfair labor practices.

TABLE IV.—1977—Continued

Grade range	All employees	Black	Percent black	Spanish surnamed	Percent Spanish surnamed	American Indian	Percent American Indian	Oriental	Percent oriental	Women	Percent women
GS 1–4	285	106	37.19	12	4.21	2	0.70	2	0.70	265	92.98
GS 9–12	518	80	15.44	23	4.44	0	0	11	2.12	207	39.96
GS 13–15	816	44	5.39	9	1.10	0	0	2	.25	95	11.64
GS 16–18	126	3	2.38	0	0	0	0	0	0	9	7.14
WG 1–4	4	4	100	0	0	0	0	0	0	0	0
WL 6–10	0										
WS 9–12	0										
WS 16–19	0										

NATIONAL SCIENCE FOUNDATION

The National Science Foundation (NSF) promotes the progress of science through the support of research and education in the sciences. Its major emphasis is on basic research, the search for improved understanding of the fundamental laws of nature, upon which our future well-being as a Nation is dependent.

The National Science Foundation is also involved in applied research directed toward the solution of more immediate problems of our society. Its educational programs are aimed at ensuring increasing understanding of science at all educational levels and an adequate supply of scientists and engineers to meet our country's needs.

TABLE IV.—1977—Continued

Grade range	All employees	Black	Percent black	Spanish surnamed	Percent Spanish surnamed	American Indian	Percent American Indian	Oriental	Percent oriental	Women	Percent women
GS 1–4	37	17	45.95	0	0	0	0	0	0	30	81.08
GS 9–12	133	25	18.80	3	2.26	0	0	0	0	98	73.68
GS 13–15	307	12	3.91	2	.65	0	0	5	1.63	56	18.24
GS 16–18	96	4	4.17	1	1.04	0	0	2	2.08	8	8.33
WG 1–4	2	2	100	0	0	0	0	0	0	0	0
WL 6–10	0										
WS 9–12	0										
WS 16–19	0										

NUCLEAR REGULATORY COMMISSION

The Nuclear Regulatory Commission (NRC) licenses and regulates the uses of nuclear energy to protect the public health and safety and the environment. It does this by licensing persons and companies to build and operate nuclear reactors and to own and use nuclear materials. The NRC makes rules and sets standards for these types of licenses. The NRC also inspects the activities of the persons and companies licensed to insure that they do not violate the safety rules of the Commission.

TABLE IV.—1977—Continued

Grade range	All employees	Black	Percent black	Spanish surnamed	Percent Spanish surnamed	American Indian	Percent American Indian	Oriental	Percent oriental	Women	Percent women
GS 1–4	56	15	26.79	1	1.79	0	0	0	0	49	87.50
GS 5–12	390	41	10.51	6	1.54	0	0	4	1.03	159	40.77
GS 13–15	1,266	32	2.53	6	0.47	0	0	42	3.32	48	3.16
GS 16–18	179	4	2.23	0	0	0	0	2	1.12	2	1.12
WG 1–4	0										
WL 6–10	1	0	0	0	0	0	0	0	0	0	0
WS 5–12	0										
WS 16–19	0										

OFFICE OF MANAGEMENT AND BUDGET (OMB)

The Office of Management and Budget functions include the following:

To aid the President to bring about more efficient and economical conduct of Government service;

To assist the President in the preparation of the budget and the formulation of the fiscal program of the Government;

To supervise and control the administration of the budget;

To conduct research and promote the development of improved plans of administrative management, and to advise the executive departments and agencies of the Government with respect to improved administrative organization and practice;

TABLE IV.—1977—Continued

Grade range	All employees	Black	Percent black	Spanish surnamed	Percent Spanish surnamed	American Indian	Percent American Indian	Oriental	Percent oriental	Women	Percent women
GS 1–4	10	8	80	0	0	0	0	0	0	5	50
GS 5–12	125	27	21.60	1	.80	0	0	0	0	76	60.80
GS 13–15	235	21	8.94	3	1.28	0	0	3	1.28	36	15.32
GS 16–18	72	5	6.94	2	2.78	0	0	2	2.78	4	5.56
WG 1–4	3	2	66.67	1	33.33	0	0	0	0	0	0
WL 6–10	1	1	100	0	0	0	0	0	0	0	0
WS 5–12	0										
WS 16–19	0										

PANAMA CANAL COMPANY

The Panama Canal Company maintains and operates the Panama Canal and conducts business operations involving the Canal and the civil government of the Canal Zone. Operations include, among others,

the waterway, harbor terminals, electric, telephone and water systems, and employee service activities.

TABLE IV.—1977—Continued

Grade range	All employees	Black	Percent black	Spanish surnamed	Percent Spanish surnamed	American Indian	Percent American Indian	Oriental	Percent oriental	Women	Percent women
GS 1-4	6	4	66.67	0	0	0	0	0	0	3	50
GS 5-12	12	0	0	1	8.33	0	0	0	0	4	33.33
GS 13-15	2	0	0	0	0	0	0	0	0	1	50
GS 16-18	0										
WG 1-4	0										
WL 6-10	0										
WS 9-12	0										
WS 16-19	0										

RAILROAD RETIREMENT BOARD

The Railroad Retirement Board administers retirement-survivor and unemployment-sickness benefit programs provided by Federal laws for the Nation's railroad workers and their families. These benefit programs are closely coordinated with social security benefit programs and include Medicare health insurance coverage. Under the Railroad Unemployment Insurance Act, benefits are payable to workers who become unemployed or sick. About 100 field offices are maintained across the country.

TABLE IV.—1977—Continued

Grade range	All employees	Black	Percent black	Spanish surnamed	Percent Spanish surnamed	American Indian	Percent American Indian	Oriental	Percent oriental	Women	Percent women
GS 1-4	399	229	57.39	14	3.51	0	0	1	0.25	329	82.46
GS 5-12	643	96	14.93	2	.31	1	.16	5	.78	279	43.39
GS 13-15	96	5	5.21	0	0	0	0	1	1.04	7	7.29
GS 16-18	8	0	0	0	0	0	0	0	0	0	0
WG 1-4	8	2	25	0	0	0	0	0	0	0	0
WL 6-10	0										
WS 5-12	0										
WS 16-19	0										

SECURITIES AND EXCHANGE COMMISSION

The Securities and Exchange Commission (SEC) provides the fullest possible disclosure to the investing public and protects the interests of the public and investors against malpractices in the securities and financial markets.

TABLE IV.—1977—Continued

Grade range	All employees	Black	Percent black	Spanish surnamed	Percent Spanish surnamed	American Indian	Percent American Indian	Oriental	Percent oriental	Women	Percent women
GS 1-4	192	112	58.33	4	2.08	0	0	3	1.56	150	78.13
GS 5-12	429	52	12.12	4	.93	0	0	4	.93	84	19.58
GS 13-15	67	23	3.41	7	1.04	1	.15	2	.30	44	6.52
GS 16-18	36	0	0	0	0	0	0	0	0	2	5.56
WG 1-4	0										
WL 6-10	0										
WS 5-12	0										
WS 16-19	0										

SELECTIVE SERVICE SYSTEM

The purpose of the Selective Service System is to be prepared to supply to the Armed Forces manpower adequate to ensure the security of the United States, with concomitant regard for the maintenance of an effective national economy.

TABLE IV.—1977—Continued

Grade range	All employees	Black	Percent black	Spanish surnamed	Percent Spanish surnamed	American Indian	Percent American Indian	Oriental	Percent oriental	Women	Percent women
GS 1–4	54	6	11.11	2	3.70	0	0	3	5.56	42	77.78
GS 9–12	41	3	7.32	1	2.44	0	0	0	0	20	48.78
GS 13–15	19	1	5.26	0	0	0	0	0	0	0	0
GS 16–18	1	0	0	0	0	0	0	0	0	0	0
WG 1–4	0										
WL 6–10	0										
WS 9–12	0										
WS 16–19	0										

SMALL BUSINESS ADMINISTRATION

The fundamental purposes of the Small Business Administration (SBA) are to aid, counsel, assist, and protect the interests of small business; ensure that small business concerns receive a fair proportion of Government property; make loans to small business concerns, State and local development companies, and the victims of floods or other catastrophes, or of certain types of economic injury; license, regulate, and make loans to small business investment companies; improve the management skills of small business owners, potential owners, and managers; conduct studies of the economic environment; and guarantee leases entered into by small business concerns as well as surety bonds issued to them.

TABLE IV.—1977—Continued

Grade range	All employees	Black	Percent black	Spanish surnamed	Percent Spanish surnamed	American Indian	Percent American Indian	Oriental	Percent oriental	Women	Percent women
GS 1–4	490	107	21.84	42	8.57	4	0.82	6	1.22	411	83.88
GS 9–12	1,440	187	12.99	100	6.94	5	.35	19	1.32	275	19.10
GS 13–15	931	59	6.34	26	2.79	5	.54	7	.75	60	6.44
GS 16–18	25	4	16	2	8	0	0	0	0	2	8
WG 1–4	0										
WL 6–10	1	1	100	0	0	0	0	0	0	0	0
WS 9–12	0										
WS 16–19	0										

SMITHSONIAN INSTITUTION

The Smithsonian Institution as an independent trust establishment performs fundamental research; publishes the results of studies, explorations, and investigations; preserves for study and reference over 65 million items of scientific, cultural, and historical interest; maintains exhibits representative of the arts, American history,

technology, aeronautics and space explorations, and natural history; participates in the international exchange of learned publications; and engages in programs of education and national and international cooperative research and training, supported by its trust endowments and gifts, grants and contracts, and funds appropriated to it by Congress.

TABLE IV.—1977—Continued

Grade range	All employees	Black	Percent black	Spanish surnamed	Percent Spanish surnamed	American Indian	Percent American Indian	Oriental	Percent oriental	Women	Percent women
GS 1-4	163	87	53.37	26	15.95	0	0	0	0	122	74.85
GS 9-12	413	66	15.98	13	3.15	0	0	12	2.91	166	40.19
GS 13-15	197	5	2.54	4	2.03	0	0	9	4.57	42	21.32
GS 16-18	7	0	0	1	14.29	0	0	0	0	1	14.29
WG 1-4	12	8	66.67	0	0	0	0	0	0	1	8.33
WL 6-10	4	3	75	0	0	0	0	0	0	0	0
WS 9-12	1	0	0	0	0	0	0	0	0	0	0
WS 16-19	0										

U.S. INFORMATION AGENCY

The U.S. Information Agency has responsibility for the conduct of overseas information and cultural programs to promote greater understanding of the United States, its Government, its people, its customs and traditions, and its policies, both foreign and domestic.

USIA also has responsibility to report to the President and advise senior officials on foreign attitudes and opinions as they relate to the formulation and conduct of U.S. foreign policy.

TABLE IV.—1977—Continued

Grade range	All employees	Black	Percent black	Spanish surnamed	Percent Spanish surnamed	American Indian	Percent American Indian	Oriental	Percent oriental	Women	Percent women
GS 1-4	363	268	73.83	1	0.28	1	0.28	0	0	99	27.27
GS 9-12	680	114	16.76	4	.59	3	.44	8	1.18	248	36.47
GS 13-15	367	12	3.27	1	.27	0	0	1	.27	43	11.72
GS 16-18	40	1	2.50	0	0	0	0	0	0	1	2.50
WG 1-4	218	193	88.53	4	1.83	0	0	0	0	72	33.03
WL 6-10	8	8	100	0	0	0	0	0	0	0	0
WS 9-12	44	11	25	0	0	0	0	0	0	0	0
WS 16-19	0										

VETERANS ADMINISTRATION

A thorough system of benefits for veterans and dependents is administered by the Veterans Administration (VA). These benefits include compensation payments for disabilities or death related to military service; pension based on financial need for totally disabled veterans or certain survivors for disabilities or death not related to military service; education and rehabilitation; home loan guaranty; burial, including cemeteries, markers, flags, et cetera; and a comprehensive medical program involving a widespread system of nursing homes, clinics, and more than 170 hospitals.

TABLE IV.—1977—Continued

Grade range	All employees	Black	Percent black	Spanish surnamed	Percent Spanish surnamed	American Indian	Percent American Indian	Oriental	Percent oriental	Women	Percent women
GS 1–4	43,238	12,214	28.25	1,223	2.60	77	0.18	187	0.43	28,084	64.95
GS 9–12	23,350	2,372	10.16	385	1.65	49	.21	300	1.28	6,715	28.76
GS 13–15	5,091	240	4.71	33	.65	11	.22	62	1.22	519	10.19
GS 16–18	74	3	4.05	0	0	0	0	0	0	2	2.70
WG 1–4	18,059	8,773	48.58	772	4.27	33	0.18	95	.53	7,260	40.20
WL 6–10	281	30	10.68	4	1.42	4	1.42	1	.36	3	1.07
WS 9–12	790	85	10.76	10	1.27	1	.13	1	.13	2	.25
WS 15–19	0										

UNITED STATES POSTAL SERVICE

The United States Postal Service provides mail processing and delivery services to individuals and businesses within the United States. The Service is committed to the development of efficient mail handling systems and operates its own planning and engineering programs. It is also the responsibility of the Postal Service to protect the mails from loss or theft and to apprehend those who violate postal laws.

TABLE IV.—1977—Continued

Grade range	All employees	Black	Percent black	Spanish surnamed	Percent Spanish surnamed	American Indian	Percent American Indian	Oriental	Percent oriental	Women	Percent women
Headquarters levels 6–11 (equal GS 1–4)	427	208	48.71	9	2.11	1	0.23	7	1.64	298	69.79
Headquarters and flood levels 15–21 (equals GS 9–12)	53,180	5,703	10.72	1,050	1.97	106	.20	318	.60	6,661	12.53
Headquarters and flood levels 22–29 (equals GS 13–15)	4,970	388	7.81	66	1.33	12	.24	44	.89	116	2.33
Headquarters and flood levels 30–35 (equals GS 16–18)	131	4	3.05	2	1.53	0	0	0	0	0	0
Headquarters levels 1–5 plus flood levels—1–3 (equals WG 1–4)	12,601	4,576	36.31	507	40.2	32	.25	134	1.06	2,674	21.22

TABLE V.—BLACK EMPLOYMENT IN THE FEDERAL GOVERNMENT, 1977: COMPARATIVE STATISTICS

[Blacks as percentage of the U.S. population (1974): 11.4 (Source: Bureau of the Census)]

	Percent Black								
	All employees	GS 1-4	GS 9-12	GS 13-15	GS 16-18	WG 1-4	WL 6-10	WS 9-12	WS 16-19
Governmentwide	15.94	21.98	7.45	3.88	3.03	47.77	13.19	5.35	1.31
Department of Agriculture	7.07	6.69	4.62	2.30	1.62	27.01	8.86	1.21	
Department of the Air Force	7.61	9.86	3.52	2.05	1.61	26.74	5.32	2.51	0
Department of the Army	11.03	14.92	5.64	2.60	2.16	37.95	9.36	3.67	3.16
Department of Commerce	17.71	40.29	10.99	5.00	.81	59.17	37.04	2.38	
Secretary of Defense	18.28	26.02	9.35	4.14	2.05	57.95	33.01	14.03	
Department of Health, Education and Welfare	23.16	35.30	15.99	8.84	6.80	66.19	32.14	10.81	
Department of Housing and Urban Development	22.76	30.63	16.51	10.95	6.54	84.62			
Department of the Interior	4.87	4.41	4.28	1.24	.89	17.29	16.04	2.72	
Department of Justice	8.75	23.02	4.22	1.47	0	22.73	0	1.26	
Department of Labor	25.60	49.64	16.86	11.58	6.72	62.50			
Department of the Navy	14.84	17.69	5.03	2.41	1.39	53.48	21.35	8.56	0
Department of State	15.87	39.95	32.67	7.43	0	10.00		0	
Department of Transportation	8.68	27.64	6.27	3.19	6.30	40.85	8.45	5.88	
Department of the Treasury	13.32	20.74	7.24	3.39	3.52	53.88	40.38	15.79	
ACTION	29.00	44.72	24.21	13.40					
Canal Zone Government	3.44								
Civil Aeronautics Board	19.68	50.94	14.22	1.81	0				
Commission on Civil Rights	51.88	64.29	40.85	32.88	50.00				
Civil Service Commission	26.22	41.07	14.07	7.08	3.23	66.67			
Energy Research and Development Administration	6.98	23.10	6.62	3.09	1.37			6.25	
Environmental Protection Agency	13.13	34.53	6.91	3.35	1.52	45.45	12.50		
Equal Employment Opportunity Commission	49.85	46.52	49.64	42.35	48.15				
Federal Communications Commission	23.64	47.31	4.55	7.39	1.96	100.00			
Federal Deposit Insurance Corporation	9.54	27.57	4.30	.92	0				
Federal Home Loan Bank Board	11.23	26.19	4.31	1.64	0				
Federal Power Commission	23.61	51.69	13.33	5.43	7.14				
Federal Trade Commission	28.56	60.28	15.34	12.02	7.14				
General Accounting Office	13.13	37.13	9.19	1.98	0				
General Services Administration	35.19	34.21	8.26	5.84	4.48	69.70	76.56	13.04	

Government Printing Office	52.21	74.73	20.85	8.75	0	17.95	93.33	86.96
Interstate Commerce Commission	21.73	65.45	6.62	2.60	1.11			
National Labor Relations Board	18.75	37.19	15.44	5.39	2.38			
National Science Foundation	23.74	45.95	18.80	3.91	4.17			
Nuclear Regulatory Commission	8.25	26.79	10.51	2.53	2.23			
Office of Management and Budget	24.84	80.00	21.60	8.94	6.94			
Panama Canal Company	2.32	66.67	0					
Railroad Retirement Board	28.93	57.39	14.93	5.21	0	25.00		
Securities and Exchange Commission	21.09	58.33	12.12	3.41	0			
Selective Service System	12.72	11.11	7.32	5.26				
Small Business Administration	15.15	21.84	12.99	6.34	16.00			
Smithsonian Institution	38.24	73.83	16.76	3.27	2.50	88.53	100.00	25.00
U.S. Information Agency	20.75	53.37	15.98	2.54	0	66.67		
Veterans Administration	10.93	28.25	10.16	4.71	4.05	48.58	10.68	10.76

		Headquarters levels 6–11 (equals GS 1–4)	Headquarters and field levels 15–21 (equals GS 9–12)	Headquarters and field levels 22–29 (equals GS 13–15)	Headquarters and field levels 30–35 (equals GS 16–18)	Headquarters levels 1–5 plus field levels 1–3 (equals WG 1–4)
U. S. Postal Ser[illegible]	20.77	48.71	10.72	7.81	3.05	38.31

TABLE VI.—SPANISH SURNAMED EMPLOYMENT IN THE FEDERAL GOVERNMENT, 1977: COMPARATIVE STATISTICS

[Spanish surnamed as percentage of the U.S. population not available]

	Percent Spanish surnamed								
	All employees	GS 1–4	GS 5–12	GS 13–15	GS 16–18	WG 1–4	WL 6–10	WS 5–12	WS 16–19
Governmentwide	3.47	4.07	2.32	1.12	0.80	6.95	5.20	4.23	3.49
Department of Agriculture	2.22	17.86	1.43	.53	.00	29.01	0	6.67	
Department of the Air Force	7.92	7.89	3.94	1.20	.81	17.79	6.59	7.18	6.58
Department of the Army	4.10	4.23	2.05	1.07	0	8.90	5.28	4.44	2.11
Department of Commerce	1.47	1.43	1.62	1.27	.54	.92	7.41	0	
Department of Defense	2.16	2.10	1.48	.68	.82	4.51	3.88	4.52	
Department of Health, Education and Welfare	2.77	3.91	3.19	1.73	1.98	1.23	1.79	1.80	
Department of Housing and Urban Development	2.33	4.56	2.33	1.54	.93	0			
Department of the Interior	2.38	2.88	2.68	.89	1.33	2.01	1.89	3.02	
Department of Justice	2.93	4.18	3.34	.94	0	4.55	23.08	1.09	
Department of Labor	2.74	5.11	3.09	2.04	1.49	0			
Department of the Navy	2.97	2.84	1.55	.60	.46	6.43	6.52	2.53	2.04
Department of State	2.56	6.70	2.65	1.60	3.13	80.00		12.50	
Department of Transportation	2.20	3.29	2.55	1.25	0	4.23	2.35	.42	
Department of the Treasury	3.13	4.99	2.45	1.08	.27	8.29	1.92	2.69	
ACTION	3.80	2.44	2.88	3.35					
Canal Zone Government	9.50								
Civil Aeronautics Board	.79	0	.95	.90	0				
Commission on Civil Rights	14.23	21.43	23.94	8.22	10.00				
Civil Service Commission	3.34	4.48	3.36	1.96	3.23	0			
Energy Research and Development Administration	6.84	10.69	4.14	1.85	.82			0	
Environmental Protection Agency	1.54	3.05	1.30	.94	0	0	0		
Equal Employment Opportunity Commission	10.90	11.72	13.35	9.94	14.81				
Federal Communications Commission	1.02	.38	.62	0	0	0			
Federal Deposit Insurance Corporation	1.40	4.51	.74	.92	0				
Federal Home Loan Bank Board	1.02	0	1.31	.27	0				
Federal Power Commission	1.20	1.12	0	1.36	0				
Federal Trade Commission	1.34	0	3.99	0	0				
General Accounting Office	1.51	2.95	2.28	.57	1.14				
General Services Administration	3.12	3.44	1.08	.96	0	4.18	2.11	1.98	

Government Printing Office	1.12	1.08	1.11	0	0	43.59	0	0	
Interstate Commerce Commission	1.49	1.82	1.49	.52	.22				
National Labor Relations Board	2.59	4.21	4.44	1.10	0				
National Science Foundation	.91	0	2.26	.65	1.04				
Nuclear Regulatory Commission	.83	1.79	1.54	.47	0				
Office of Management and Budget	1.44	0	.80	1.28	2.78				
Panama Canal Company	9.32	0	8.33						
Railroad Retirement Board	1.43	3.51	.31	0	0	0			
Securities and Exchange Commission	1.05	2.08	.83	1.04	0				
Selective Service System	3.07	3.70	2.44	0					
Small Business Administration	5.70	8.57	6.94	2.79	8.00				
Smithsonian Institution	1.54	.28	.59	.27	0	1.83	0	0	
U.S. Information Agency	1.78	15.95	3.15	2.03	14.29	0			
Veterans Administration	2.51	2.60	1.65	.65	0	4.27	1.42	1.27	

		Headquarters levels 6–11 (equals GS 1–4)	Headquarters and field levels 15–21 (equals GS 9–12)	Headquarters and field levels 22–29 (equals GS 13–15)	Headquarters and field levels 30–35 (equals GS 16–18)	Headquarters levels 1–5 plus field levels 1–3 (equals WG 1–4)
U.S. Postal Service	3.13	2.11	1.97	1.33	1.53	4.02

TABLE VII.—AMERICAN INDIAN EMPLOYMENT IN THE FEDERAL GOVERNMENT, 1977: COMPARATIVE STATISTICS

[American Indians as percentage of the U.S. population (1970): 0.4 (Source: Bureau of the Census)]

	Percent American Indian								
	All employees	GS 1–4	GS 9–12	GS 13–15	GS 16–18	WG 1–4	WL 6–10	WS 9–12	WS 16–19
Governmentwide	0.87	2.27	0.76	0.40	0.25	1.96	1.48	0.82	0.44
Department of Agriculture	.37	.63	.28	.21	0	.31	0	0	
Department of the Air Force	.41	.32	.35	.20	0	.43	.37	.61	0
Department of the Army	.23	.18	.16	.11	0	.25	.35	.28	0
Department of Commerce	.18	.20	.16	.15	0	0	0	0	
Department of Defense	.24	.21	.30	.08	0	0	0	0	
Department of Health, Education and Welfare	3.34	6.31	1.40	.69	.28	13.05	16.96	6.31	
Department of Housing and Urban Development	.39	.38	.35	.34	0	0			
Department of the Interior	16.37	46.90	11.61	4.10	19.03	57.37	31.13	24.47	
Department of Justice	.17	.18	.20	.17	0	0	0	0	
Department of Labor	.34	.19	.37	.41	2.24	0			
Department of the Navy	.24	.16	.22	.11	0	.16	.78	.32	0
Department of State	.08	.23	.08	.23	0	0		0	
Department of Transportation	.72	1.30	.66	.49	.39	1.76	0	1.26	
Department of the Treasury	.14	.17	.14	.11	.27	0	0	0	
ACTION	.45	0	.58	1.44					
Canal Zone Government	.30								
Civil Aeronautics Board	0	0	0	0	0				
Commission on Civil Rights	.42	0	0	1.37					
Civil Service Commission	.28	.39	.32	.28	0	0			
Energy Research and Development Administration	.66	.34	.61	.19	.27			0	
Environmental Protection Agency	.14	.33	.09	.11	.76	0	0		
Equal Employment Opportunity Commission	.53	0	.88	.40	0				
Federal Communications Commission	.11	0	.10	.18	0	0			
Federal Deposit Insurance Corporation	.17	.25	.08	0	0				
Federal Home Loan Bank Board	0	0	0	0	0				
Federal Power Commission	.34	0	.61	.54	0				
Federal Trade Commission	.21	0	.92	0	0				
General Accounting Office	.04	0	.05	.06	0				
General Services Administration	.32	.31	.13	.23	0	.36	.35	0	

Government Printing Office	.05	0	0	0	0	0	0	0
Interstate Commerce Commission	.66	1.21	.66	.52	0			
National Labor Relations Board	.20	.70	0	0	0			
National Science Foundation	0	0	0	0	0			
Nuclear Regulatory Commission	0	0	0	0	0			
Office of Management and Budget	0	0	0	0	0			
Panama Canal Company	.15	0	0					
Railroad Retirement Board	.11	0	.16	0	0	0		
Securities and Exchange Commission	.11	0	0	.15	0			
Selective Service System	.44	0	0	0				
Small Business Administration	.40	.82	.35	.54	0			
Smithsonian Institution	.20	.28	.44	0	0	0	0	0
U.S. Information Agency	.04	0	0	0	0			
Veterans Administration	.19	.18	.21	.22	0	.18	1.42	.13

		Headquarters levels 6–11 (equals GS 1–4)	Headquarters and field levels 15–21 (equals GS 9–12)	Headquarters and field levels 22–29 (equals GS 13–15)	Headquarters and field levels 30–35 (equals GS 16–18)	Headquarters levels 1–5 plus field levels 1–3 (equals WG 1–4)
U.S. Postal Service	0.17	0.23	0.20	0.24	0	0.25

TABLE VIII.—ORIENTAL EMPLOYMENT IN THE FEDERAL GOVERNMENT, 1977: COMPARATIVE STATISTICS

[Orientals (Chinese, Japanese and Filipino) as percentage of the U.S. population excluding the population of Hawaii (1970): 0.57 (Source: calculated from U.S. Bureau of the Census Figures)]

	Percent oriental								
	All employees	GS 1-4	GS 9-12	GS 13-15	GS 16-18	WG 1-4	WL 6-10	WS 9-12	WS 16-19
Governmentwide	1.03	0.83	1.32	1.05	0.52	1.37	0.76	0.90	0.44
Department of Agriculture	.65	.55	.76	1.11	0	.77	0	0	----
Department of the Air Force	.72	.78	.85	.86	0	.75	1.48	.80	1.32
Department of the Army	1.11	1.04	1.68	1.20	.54	1.95	.75	1.64	0
Department of Commerce	1.27	.33	1.30	1.64	.81	0	0	2.38	----
Department of Defense	.96	.90	1.09	.93	.41	.51	.97	0	----
Department of Health, Education and Welfare	1.01	.61	1.22	1.40	1.13	.76	0	0	----
Department of Housing and Urban Development	1.08	1.18	1.18	.65	0	0	----	----	----
Department of the Interior	.76	.43	1.38	.95	.44	.21	0	0	----
Department of Justice	.26	.71	.52	.23	.28	0	0	.11	----
Department of Labor	.95	.65	1.15	.69	0	0	----	----	----
Department of the Navy	1.83	1.60	1.95	1.48	.46	4.39	1.32	.79	0
Department of State	.85	.46	1.69	.57	6.25	0	----	0	----
Department of Transportation	1.44	1.46	1.78	.80	.39	2.82	.47	2.10	----
Department of the Treasury	1.03	.62	1.22	.91	.27	1.66	3.84	6	----
ACTION	.55	1.63	.29	.48	----	----	----	----	----
Canal Zone Government	.97	----	----	----	----	----	----	----	----
Civil Aeronautics Board	.26	0	.47	0	0	----	----	----	----
Commission on Civil Rights	2.51	0	1.41	6.85	0	----	----	----	----
Civil Service Commission	1.07	1.12	1.12	.47	1.61	0	----	----	----
Energy Research and Development Administration	1.08	.69	1.99	.94	.55	----	----	0	----
Environmental Protection Agency	1.47	.98	2.00	1.43	0	0	0	----	----
Equal Employment Opportunity Commission	1.01	.37	1.64	.99	0	----	----	----	----
Federal Communications Commission	.97	0	.62	.74	1.96	0	----	----	----
Federal Deposit Insurance Corporation	.96	2.76	.58	.18	0	----	----	----	----
Federal Home Loan Bank Board	1.39	0	1.50	.55	0	----	----	----	----
Federal Power Commission	2.32	2.25	3.33	2.75	4.76	----	----	----	----
Federal Trade Commission	2.12	2.06	2.76	2.13	3.57	----	----	----	----
General Accounting Office	.84	.84	1.30	.34	2.27	----	----	----	----
General Services Administration	1.24	1.01	.79	.69	0	1.51	0	.59	----

Government Printing Office	.24	0	.55	.83	0	0	0	0	
Interstate Commerce Commission	2.59	1.21	2.48	3.64	0				
National Labor Relations Board	1.17	.70	2.12	.25	0				
National Science Foundation	.91	0	0	1.63	2.08				
Nuclear Regulatory Commission	2.12	0	1.03	3.32	1.12				
Office of Management and Budget	.96	0	0	1.28	2.78				
Panama Canal Company	.62	0	0						
Railroad Retirement Board	.99	.25	.78	1.04	0	0			
Securities and Exchange Commission	.78	1.56	.93	.30	0				
Selective Service System	1.32	5.56	0	0					
Small Business Administration	1.36	1.22	1.32	.75	0				
Smithsonian Institution	.43	0	1.18	.27	0	0	0	0	
U.S. Information Agency	1.78	0	2.91	4.57	0	0			
Veterans Administration	1.00	.43	1.28	1.22	0	.53	.36	.13	

		Headquarters levels 6–11 (equals GS 1–4)	Headquarters and field levels 15–21 (equals GS 9–12)	Headquarters and field levels 22–29 (equals GS 13–15)	Headquarters and field levels 30–35 (equals GS 16–18)	Headquarters levels 1–5 plus field levels 1–3 (equals WG 1–4)
U.S. Postal Service	0.79	1.64	0.60	0.89	0	1.06

TABLE IX.—FEMALE EMPLOYMENT IN THE FEDERAL GOVERNMENT, 1977: COMPARATIVE STATISTICS

[Women as percentage of U.S. labor force (1977): 41 (Source: Department of Labor, Bureau of Labor Statistics)]

	Percent women								
	All employees	GS 1-4	GS 9-12	GS 13-15	GS 16-18	WG 1-4	WL 6-10	WS 9-12	WS 16-19
Governmentwide	30.26	78.37	18.67	5.46	2.92	32.92	1.23	0.25	0
Department of Agriculture	23.57	74.34	6.91	3.58	1.62	12.35	0	.61	
Department of the Air Force	27.90	84.58	13.79	2.56	.81	17.64	.16	.23	0
Department of the Army	29.85	78.88	15.83	3.14	.54	28.77	.79	.16	0
Department of Commerce	32.16	79.59	19.24	6.70	2.70	38.99	0	0	
Department of Defense	37.21	84.01	15.61	4.92	1.23	15.38	3.88	4.07	
Department of Health, Education and Welfare	60.55	85.96	49.75	16.71	8.22	41.10	12.50	0	
Department of Housing and Urban Development	43.66	87.71	22.75	10.38	3.74	7.69			
Department of the Interior	26.46	70.33	20.47	3.48	1.77	21.63	7.55	0	
Department of Justice	32.78	70.98	10.98	3.27	1.13	17.05	0	.46	
Department of Labor	43.64	85.26	28.46	12.72	8.96	12.50			
Department of the Navy	22.97	77.44	12.30	3.03	1.39	23.47	.78	.11	0
Department of State	37.66	72.75	58.94	19.89	9.38	0		0	
Department of Transportation	16.30	86.06	7.27	1.41	.39	10.56	0	0	
Department of the Treasury	48.41	87.70	19.90	4.28	1.90	22.04	17.31	2.63	
ACTION	56.73	82.11	49.28	19.14					
Canal Zone Government	46.15								
Civil Aeronautics Board	42.80	79.25	39.81	11.31	8.33				
Commission on Civil Rights	62.76	57.14	63.38	39.73	10.00				
Civil Service Commission	55.92	86.68	33.05	17.06	3.23	11.11			
Energy Research and Development Administration	30.52	79.31	25.72	4.58	1.09			0	
Environmental Protection Agency	35.68	84.42	21.01	5.95	3.03	9.09	0		
Equal Employment Opportunity Commission	56.54	89.74	45.72	27.44	14.81				
Federal Communications Commission	40.87	85.38	11.36	5.55	3.92	0			
Federal Deposit Insurance Corporation	27.10	67.67	12.49	3.85	3.13				
Federal Home Loan Bank Board	29.32	80.95	13.30	4.01	0				
Federal Power Commission	33.48	80.90	20.61	5.16	0				
Federal Trade Commission	43.65	74.23	37.42	3.49	3.57				
General Accounting Office	27.94	83.12	19.78	4.31	1.14				
General Services Administration	32.67	73.76	14.54	8.26	1.49	42.77	0	.58	

Government Printing Office	27.20	72.88	23.99	2.92	0	5.13	16.67	4.35
Interstate Commerce Commission	39.49	74.55	16.72	7.94	4.44			
National Labor Relations Board	48.12	92.98	39.96	11.64	7.14			
National Science Foundation	52.51	81.08	73.68	18.24	8.33			
Nuclear Regulatory Commission	27.76	87.50	40.77	3.16	1.12			
Office of Management and Budget	42.47	50.00	60.80	15.32	5.56			
Panama Canal Company	13.43	50.00	33.33					
Railroad Retirement Board	59.01	82.46	43.39	7.29	0	0		
Securities and Exchange Commission	36.63	78.13	19.58	6.52	5.56			
Selective Service System	70.61	77.78	48.78	0				
Small Business Administration	42.96	83.88	19.10	6.44	8.00			
Smithsonian Institution	30.05	27.27	36.47	11.72	2.50	33.03	0	0
U.S. Information Agency	37.49	74.85	40.19	21.32	14.29	8.33		
Veterans Administration	51.85	64.95	28.76	10.19	2.70	20.40	1.07	.25

		Headquarters levels 6–11 (equals GS 1–4)	Headquarters and field levels 15–21 (equals GS 9–12)	Headquarters and field levels 22–29 (equals GS 13–15)	Headquarters and field levels 30–35 (equals GS 16–18)	Headquarters levels 1–5 plus field levels 1–3 (equals WG 1–4)
U.S. Postal Service	16.10	69.79	12.53	2.33	0	21.22